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

NEW QUESTION # 25
You would like to use Skills Cloud as the primary source for skill searches.
What task would you access to meet this requirement?

- A. Maintain Skills
- B. Maintain Skills and Experience Setup
- C. Maintain Skill Item Categories
- D. Maintain Skill Vendors

Answer: B

Explanation:
* To configure Skills Cloud as the primary source for skill searches, you use the Maintain Skills and Experience Setup task.
* This task controls whether Workday tenant prioritizes Skills Cloud suggestions and searches versus custom skill libraries.
* Incorrect options:
* Maintain Skill Item Categories# categorizes skills, not source priority.

* Maintain Skill Vendors# used for external vendor integrations.
* Maintain Skills# used for creating/editing skills but not selecting Skills Cloud as the default.
References:
Workday configuration guide: Skills Cloud setup.
Workday Pro certification prep:"Maintain Skills and Experience Setup controls whether Skills Cloud is the primary search source."

NEW QUESTION # 26

You want to launch performance reviews with calibration. However, during calibration you do not want managers to receive performance review-related Inbox tasks.
What step should you add to the configuration to allow this?

- A. The Shared Participation step in the Launch Calibration business process
- B. The Update Performance Review Ratings for Manager Evaluation step in the Complete Manager Evaluation business process
- C. A To Do step in the Launch Calibration business process
- D. The Await Calibration Completion service step in the Complete Manager Evaluation business process

Answer: D

Explanation:
* To prevent managers from receiving Inbox tasks during calibration, you configure theAwait Calibration Completion service stepin theComplete Manager Evaluation BP.
* This holds manager evaluation tasks until calibration is finalized.
* Incorrect options:
* To Do step in Launch Calibration# only provides reminders, does not prevent tasks.
* Update Performance Review Ratings step# allows updates after calibration but doesn't prevent tasks.
* Shared Participation step# controls collaboration in calibration, not blocking Inbox tasks.
References:
Workday calibration process documentation.
Workday Pro certification:"Use Await Calibration Completion to pause manager evaluations until calibration ends."

NEW QUESTION # 27

What option is available for managing your succession plans?

- A. Allow external candidates and employees to be assigned on succession plans based on related skills.
- B. Add employees to the succession plan from a talent pool.
- C. Add employees to succession plan via the Find Workers report.
- D. Add job profiles to succession plans via the Find Workers report.

Answer: C

Explanation:
* In Workday, when managingSuccession Plans, you can directly add employees by searching for them in theFind Workers report.
* Incorrect options:
* A. Adding employees from a talent pool is possible for development, but not a delivered method for populating succession plans.
* B. External candidates cannot be directly assigned to succession plans; succession focuses on internal talent.
* C. Job profiles are the object succession plans are created for, not what you add via Find Workers.
References:
Workday Succession Planning Guide:"Use the Find Workers report to identify and add employees to succession plans." Pro Talent & Performance exam materials confirm this process.

NEW QUESTION # 28

Which configuration is responsible for determining what actions employees and managers can take during a talent review?

- A. Domain security
- B. Organization membership
- C. Employee potential

- D. Talent review template rule

Answer: D

Explanation:
This question is aboutTalent Reviewsin Workday and what drives the permissions or actions that employees and managers can take during the review process.
Let's analyze the choices:
* A. Organization membership
* Incorrect.
* Organization membership (e.g., supervisory org, talent pool) determineswhich workersare included in the review.
* It does not determinewhat actionsmanagers or employees can take.
* B. Employee potential
* Incorrect.
* Employee potential is anattribute(like performance, loss impact, retention risk) used for evaluation in the talent review grid.
* It informs thecontentof the review, not the actions available to participants.
* C. Domain security
* Partially correct but not the best answer.
* Domain security determineswho has accessto initiate or view Talent Reviews, but it does not driveprocess actions inside the review(such as rating, adding notes, or calibrating).
* D. Talent review template rule
* Correct.
* TheTalent Review Template Ruledefines theconfiguration of the talent review process, including:
* Which sections appear (e.g., 9-box grid, attributes, notes).
* Which actions participants (employees, managers, HR partners) can perform.
* Whether calibration is enabled, whether participants can move employees between grid boxes, and other interactive review behaviors.
* This is the configuration responsible for controllingwhat employees and managers can do during a talent review event.
Therefore, the correct answer isTalent review template rule.
#References
* Workday Pro Talent & Performance Certification Guide - Talent Reviews:"The talent review template rule determines the structure of the review and what actions participants may take during the review."
* ERP Cloud Training - Workday Talent Reviews:"Template rules control functionality such as allowing participants to update potential ratings, add notes, or move workers in the grid. Security domains only manage access."
* Workday Community Documentation - Talent Review Configuration:Confirms thattemplate rules define the actions and behaviors within a talent review session.

NEW QUESTION # 29
An enterprise uses only the job management staffing model.
What option groups workers for succession purposes?

- A. Succession Pools
- B. Candidate Pools
- C. Succession Plans
- D. Development Plan

Answer: A

Explanation:
* Even when using ajob management staffing model, organizations useSuccession Poolsto group workers for succession planning.
* Pools identify workers with potential to step into key roles in the future.
* Incorrect options:
* A. Development Plan # defines individual growth steps, not succession grouping.
* B. Candidate Pools # used in recruiting, not succession.
* C. Succession Plans # tied to specific positions or job profiles, not used for general grouping in job management models.
References:
Workday Succession Planning guide:"Succession Pools are used to group workers in job management staffing models."

NEW QUESTION # 30

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