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The PAL-I exam covers a wide range of topics related to agile leadership, including agile principles and values, Scrum framework, servant leadership, team dynamics, and organizational change management. To pass the exam, candidates must demonstrate a deep understanding of these topics and their practical applications in agile environments. Successful completion of the PAL-I exam is a testament to one's ability to lead agile teams and drive organizational change in a way that aligns with the principles and values of the agile manifesto.

Scrum PAL-I Exam is administered by Scrum.org, a leading provider of agile training and certification. PAL-I exam is based on the Agile Manifesto, Scrum Framework, and other agile methodologies, and covers topics such as agile leadership, team dynamics, agile practices, and continuous improvement. PAL-I exam consists of 30 multiple-choice questions and has a time limit of 60 minutes. The passing score is 85%, and the exam fee is \$200.

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### Scrum Professional Agile Leadership (PAL I) Sample Questions (Q23-Q28):

#### NEW QUESTION # 23

A software development company that uses the waterfall software development approach realizes that the cost of development of a Project has been more than what they had initially planned. The Management believes that adopting an Agile approach will help to reduce cost. Should they adopt Agile and an approach to reduce cost?

- A. NO
- B. YES

**Answer: A**

#### NEW QUESTION # 24

You manage a development organization. The organization currently rewards individual performance bonuses to only a few top-performers on a yearly basis. As a result, only one member of a team might get a bonus, while all others get nothing. Some of your teams feel that this is unfair since everyone on a team contributes to the success or failure to achieve goals. They would like to move toward team bonuses. What do you think needs to be done? (choose the best answer)

- A. Nothing: you value high-performers and want to reward their contributions.
- B. Allocate the bonus to the team and let them decide how to split-up the bonus.

**Answer: B**

Explanation:

In Agile, success is the result of collective effort, and team-based rewards encourage collaboration and a shared sense of responsibility. When bonuses are allocated based on individual performance, it can create competition within teams, which may lead to disengagement or reduced teamwork. Allowing the team to split the bonus reinforces the Agile values of collaboration, trust, and transparency.

#### NEW QUESTION # 25

What is the commitment for the Increment?

- A. None of the answers
- B. Product Quality standards
- C. Definition of Ready
- D. Product Goal
- E. Sprint Goal
- F. Definition of Done

**Answer: F**

#### NEW QUESTION # 26

An organization wants to implement Scrum for its 5 teams developing software. HR has hired 5 Scrum Masters to assign one Scrum Master to each team that will guide and support the implementation of Scrum. To make the transition successful, the Scrum Masters agreed to shield the Scrum Teams from change and uncertainty from those outside the team who are not familiar with Agile. As an Agile Leader, what would you say?

- A. The Scrum Masters should shield Scrum Teams from change and uncertainty.
- B. Scrum Masters should help Scrum Teams deal with and embrace change and uncertainty.
- C. The Scrum Masters should shield recently formed Scrum Teams from change and uncertainty.
- D. The Scrum Masters should shield Scrum Teams with a low agile maturity level from change and uncertainty.
- E. The Product Owner should shield Scrum Teams from change and uncertainty.

**Answer: B**

#### NEW QUESTION # 27

What is the difference between leadership and management in agile?

- A. Management and leadership are used together.
- B. Leadership replaces all aspects of management.
- C. Leadership is subsidiary to management.
- D. Management and leadership are incompatible.

**Answer: A**

#### NEW QUESTION # 28

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