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QUESTION 1

Which two worker information areas can be evaluated in a performance document?

A. Qualifications

B. Development Goals

C. Performance Goals

D. Languages

E. Competencies

Correct Answer: CE

QUESTION 2

You are a functional analyst and have been tasked with creating new content items to be used in various

profile templates.

What set of steps will you perform to accomplish this task?

A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.

B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.

D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

QUESTION 3

Identify four correct statements about the performance template.

A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

B. In the performance template, you can edit sections in the template.

C. In the performance template, you can select the roles that can access the performance documents created from the template.

D. In the performance template, you can set rating distributions.

E. In the performance template, you can set default ratings.

F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Correct Answer: ABCF

QUESTION 4

What can you use Questionnaires for before a Talent Review meeting?

A. to view and track development goals of workers outside of your direct reporting line

B. to assign Development Goals to workers in your direct reporting line

C. to calculate the worker potential rating during the content preparation stage

D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C

QUESTION 5

Which two statements are true regarding succession plan strength?

A. It is also known as plan bench strength.

B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.

C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.

D. It can be manually overridden.

Correct Answer: AC

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