

Workday.Workday-Pro-Talent-and-Performance.v2026-03-30.q18

Exam Code:	Workday-Pro-Talent-and-Performance
Exam Name:	Workday Pro Talent and Performance Exam
Certification Provider:	Workday
Free Question Number:	18
Version:	v2026-03-30
# of views:	115
# of Questions views:	180
https://www.exam-tests.com/Workday-Pro-Talent-and-Performance-exam/Workday.Workday-Pro-Talent-and-Performance.v2026-03-30.q18.html	

NEW QUESTION: 1

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

Answer: C (LEAVE A REPLY)

* 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: 2

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- * Setting goals and reviewing them quarterly.
- * Checking in with the new hire at 90 days.
- * Annually reviewing performance.
- * Performing multi-rater reviews.

For the annual multi-rater reviews, what template sections do you need to configure?

- A. Competencies
- B. Questions
- C. Goals
- D. Feedback

Answer: D (LEAVE A REPLY)

- * For multi-rater reviews, the essential template section is Feedback.
- * This allows multiple reviewers to provide input on the employee, ensuring a comprehensive evaluation.
- * Other sections (Competencies, Questions, Goals) may be included but are not required specifically for multi-rater functionality.
- * Without a Feedback section, multi-rater reviews cannot function correctly.

References:

Workday Pro Talent & Performance documentation: "Multi-rater reviews rely on Feedback sections to collect input from additional reviewers." Workday template design best practices for multi-rater reviews.

NEW QUESTION: 3

You are assigning competencies to objects in Workday.

When Workday defines the target proficiency level for a worker, what source takes precedence?

- A. Job Profile
- B. Management Level
- C. Position
- D. Job Family

Answer: C (LEAVE A REPLY)

- * Competencies can be assigned to multiple objects: job profiles, job families, positions, or management levels.
- * When determining a worker's target proficiency level, Position takes precedence over all other sources.
- * Order of precedence: Position > Job Profile > Job Family > Management Level.
- * This allows organizations to define competencies at higher levels (family, profile) but override them at the position level if necessary.

References:

Workday Talent & Performance competency framework documentation.

Workday Pro training guide: "Position overrides job profile, job family, and management level when determining a worker's target proficiency level."

NEW QUESTION: 4

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- * Setting goals and reviewing them quarterly.
- * Checking in with the new hire at 90 days.
- * Annually reviewing performance.
- * Performing multi-rater reviews.

For the annual review, you need a new review template. This template must contain sections for both professional and personal goals.

What task do you need to configure before you can create the new template?

- A.** Maintain Goal Periods
- B.** Maintain Employee Review Section Types
- C.** Maintain Goal Setup
- D.** Maintain Employee Review Setup

Answer: (SHOW ANSWER)

- * Before creating a review template, you must define the section types available in reviews.
- * Since the template requires two different goal sections (professional and personal), you must configure them as Employee Review Section Types.
- * Incorrect options:
 - * A. Maintain Goal Periods # defines timeframes, not template sections.
 - * C. Maintain Goal Setup # configures goal rules, not review template sections.
 - * D. Maintain Employee Review Setup # overall setup but does not define section types.

References:

Workday Employee Review Template admin documentation.

Workday Pro exam study guide: "Use Maintain Employee Review Section Types to enable multiple goal sections in review templates."

NEW QUESTION: 5

What option is available for managing your succession plans?

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

Answer: D (LEAVE A REPLY)

- * In Workday, when managing Succession Plans, you can directly add employees by searching for them in the Find 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: 6

An employee had a manager from January through August. The employee then had a new manager from September through December.

In the Start Performance Review business process, for the Complete Manager Evaluation step, what security group would you use to route the step to the employee's manager that they had in January?

A. Manager

B. Manager for Majority of Event

C. Matrix Manager

D. Primary Manager

Answer: B (LEAVE A REPLY)

* In a performance review event spanning multiple months, Workday determines which manager should receive the evaluation step.

* The option Manager for Majority of Event ensures that the manager who supervised the employee for the longest portion of the review period (in this case, January-August) is the one who receives the task.

* Incorrect options:

* A. Manager # routes to current manager by default, not historical.

* C. Matrix Manager # used for matrix org relationships, not standard review.

* D. Primary Manager # is the current primary manager at the time of launch.

References:

Workday Business Process configuration rules for manager evaluation steps.

Workday Pro study content: "Use Manager for Majority of Event when you need the prior manager to complete the evaluation."

NEW QUESTION: 7

How do dynamic talent pools determine pool membership?

A. Based on the results of a saved search

B. Based on the Compare Workers report

C. Based on manual selection

D. Based on a custom report you define

Answer: A (LEAVE A REPLY)

* Dynamic Talent Pools automatically determine membership by using the results of a saved search.

* This allows pool membership to update as workers meet or no longer meet the search criteria.

* Incorrect options:

* Compare Workers report# used for side-by-side comparison, not pool membership.

* Manual selection# applies to static pools, not dynamic.

* Custom report# not the driver; Workday specifically requires saved searches for dynamic pools.

References:

Workday Talent Pools configuration guide.

Workday Pro exam material: "Dynamic pools are maintained by saved search results."

NEW QUESTION: 8

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 and Experience Setup

B. Maintain Skill Item Categories

C. Maintain Skill Vendors

D. Maintain Skills

Answer: A (LEAVE A REPLY)

* 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: 9

You want to define level-based behavioral indicators for proficiency ratings on a competency.

What criteria can you use?

A. Supervisory Organization

B. Job Profile

C. Management Level

D. Talent Pool

Answer: (SHOW ANSWER)

- * Behavioral indicators can be tied to proficiency rating levels on a competency to describe expected behaviors at each level.
- * These indicators are assigned by Job Profile.
- * Other options (Supervisory Organization, Management Level, Talent Pool) are not used to define behavioral indicators.
- * Linking by Job Profile allows organizations to customize behaviors expected for different roles.

References:

Workday Talent & Performance competency management documentation.

Workday Pro Talent & Performance training material: "Behavioral indicators are assigned at the job profile level to define expected behaviors for each proficiency rating."

NEW QUESTION: 10

A manager wants to request feedback about a worker.

They select a locked feedback template to initially populate questions. What can the manager do?

- A.** The manager may add additional new questions.
- B.** The manager may only use the default questions.
- C.** The manager may add a question from a bank of previously written questions.
- D.** The manager may edit the defaulted questions to better meet their requirements.

Answer: B (LEAVE A REPLY)

- * Feedback templates in Workday can be delivered as locked or editable.
- * A locked feedback template ensures consistency across the organization, meaning the manager cannot add, edit, or delete questions.
- * Only the default questions included in the template may be used.
- * Options A, C, and D would apply if the template were editable, but they are not possible in a locked template.

References:

Workday Feedback configuration documentation.

Workday Pro Talent & Performance certification study material: "Locked templates prevent managers from adding or editing questions. Only the delivered questions are used."

NEW QUESTION: 11

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.** A To Do 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.** The Await Calibration Completion service step in the Complete Manager Evaluation business process
- D.** The Shared Participation step in the Launch Calibration business process

Answer: C (LEAVE A REPLY)

- * To prevent managers from receiving Inbox tasks during calibration, you configure the Await Calibration Completion service step in the Complete 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: 12

An organization wants to assign the same employee on two succession plans.

What task should they use to complete this?

- A. Create Succession Pool
- B. Move Succession Plan
- C. Copy Succession Plan Candidates
- D. Manage Succession Plan

Answer: D (LEAVE A REPLY)

- * The Manage Succession Plan task allows administrators or managers to assign employees to one or more succession plans, including assigning the same employee to multiple plans.
- * Incorrect options:
 - * A. Create Succession Pool # creates a new pool, unrelated to assigning to multiple plans.
 - * B. Move Succession Plan # used for plan reorganization, not assigning individuals.
 - * C. Copy Succession Plan Candidates # duplicates candidate lists from one plan to another, but is not the standard method for assignment.

References:

Workday Succession Planning configuration documentation.

Workday Pro Talent & Performance study guide: "Use Manage Succession Plan to add workers to one or multiple plans."

NEW QUESTION: 13

Refer to the following scenario to answer the question below.

Maintain Goal Setup

Configure Individual Goals

1 item

Process	*Field	*Criteria	Enforce Required in Web Services	Hidden For	Required For
Manage Goals					

> More Information

Configure Organization Goals

- Organization Alignment
- Organization Goal Allows Organization Alignment Through Hierarchy
- Default Organization Goal to Private
- Enable Percent Complete
- Allow Automatic Calculation of Percent Complete

Configure Goals In Reviews

- Lock Goals Associated with In Progress Reviews
- Allow Deletion of Goals Associated with Reviews
- Allow Ordering of Goals in Reviews

- Maintain Goal Units
- Maintain Goal Payout Bands
- Configure Talent Tags
- Maintain Goal Categories
- Maintain Goal Periods
- Maintain Goal Completion Statuses

An enterprise creates organizational goals that include the following criteria:

- * The organizational goals span five years.
- * Workers can align their individual goals with the organizational goals.
- * Workers must provide a description for each individual goal.
- * Each individual goal must fall within one of three groupings.

The current five-year timeframe for organizational goals is ending and you want to create new organizational goals.

What task do you use to create the next five-year cycle?

- A. Maintain Goal Categories
- B. Maintain Goal Payout Bands
- C. Maintain Goal Completion Statuses
- D. Maintain Goal Periods

Answer: D (LEAVE A REPLY)

- * Organizational goals are tied to goal periods, which define the timeframe (e.g., annual, multi-year, or in this case, a five-year cycle).
- * When the current five-year period ends, you must create a new goal period in order to define the next cycle of organizational goals.
- * The other tasks do not apply here:
- * Maintain Goal Categories# defines groupings such as Innovation, Financial, Productivity, but does not manage timeframes.

- * Maintain Goal Payout Bands# used for goal-linked compensation or incentive payouts.
- * Maintain Goal Completion Statuses# manages status labels such as "Not Started, In Progress, Complete," not periods.

Therefore, to establish the next five-year organizational goal cycle, you use the Maintain Goal Periods task.

References:

Workday Talent & Performance configuration documentation: "Maintain Goal Periods allows organizations to define new cycles (e.g., annual or multi-year) for organizational and individual goals." Workday Pro Talent & Performance certification material: "Organizational goal cycles are created and managed via Maintain Goal Periods."

NEW QUESTION: 14

Your annual performance review includes goals, feedback, and responsibilities. Your business process includes these steps:

- * Set Review Content
- * Get Additional Reviewers
- * Assess Potential
- * Complete Manager Evaluation

What step will the workflow not use?

- A. Get Additional Reviewers
- B. Assess Potential
- C. Complete Manager Evaluation
- D. Set Review Content

Answer: B (LEAVE A REPLY)

* In Workday's annual performance review process, typical default steps are:

- * Set Review Content# defines template contents (goals, feedback, responsibilities).
- * Get Additional Reviewers# allows adding reviewers.
- * Complete Manager Evaluation# manager provides evaluation.
- * Assess Potential is not part of the performance review process; it belongs to Talent Review / Succession Planning processes.
- * Therefore, the workflow will not use Assess Potential in a performance review.

References:

Workday Performance Review vs. Talent Review process distinction in Pro materials.

Workday configuration: "Assess Potential" is a Talent module step, not part of standard performance review flows.

NEW QUESTION: 15

A manager starts the Assess My Team's Potential task.

What option allows them to suggest workers for a job profile and if enabled tracking potential successors for a succession plan?

- A. Achievable Level

- B. Retention
- C. Review Rating
- D. Nominations

Answer: D (LEAVE A REPLY)

* In the Assess My Team's Potential task, managers can make Nominations:

- * Suggest workers for specific job profiles.
- * Track potential successors for succession plans (if enabled).
- * Incorrect options:
 - * A. Achievable Level # indicates ceiling level, not succession tracking.
 - * B. Retention # measures likelihood of leaving, unrelated to succession nominations.
 - * C. Review Rating # performance measure, not tied to suggesting successors.

References:

Workday Talent & Succession Guide: "Nominations in Assess My Team's Potential allow managers to suggest successors and link to succession plans."

NEW QUESTION: 16

Your performance review template has three sections, in addition to an Overall section. The template uses item averaging to calculate an overall rating.

Managers will enter ratings for multiple items in each of the first three sections.

What is the expected behavior when Workday calculates the overall rating?

- A. The calculation includes an equal weight to each item rated.
- B. The calculation includes assigned weightings for each item.
- C. The calculation includes assigned weightings for each item and each section.
- D. The calculation includes assigned weightings for each section.

Answer: (SHOW ANSWER)

- * When a performance review template uses Item Averaging:
- * Workday calculates the average rating across all rated items within the sections.
- * Each item carries equal weight, regardless of section or item weighting.
- * If weighting was required, you would instead use Weighted Average, which allows assigning weights to items and/or sections.
- * Therefore, item averaging = equal weight for each item.

References:

Workday Performance Review configuration: Item Averaging vs. Weighted Averaging.

Workday Pro Talent & Performance exam guide: "Item averaging gives equal weight to all items across sections."

Valid Workday-Pro-Talent-and-Performance Dumps shared by BraindumpsPass.com for Helping Passing Workday-Pro-Talent-and-Performance Exam! BraindumpsPass.com now offer the **newest Workday-Pro-Talent-and-Performance exam dumps**, the

BraindumpsPass.com Workday-Pro-Talent-and-Performance exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com Workday-Pro-Talent-and-Performance dumps with Test Engine here:

<https://www.braindumpsPass.com/Workday/Workday-Pro-Talent-and-Performance-practice-exam-dumps.html> (52 Q&As Dumps, **40%OFF Special Discount: Exam-Tests**)

NEW QUESTION: 17

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

- A. Organization membership
- B. Employee potential
- C. Domain security
- D. Talent review template rule

Answer: D (LEAVE A REPLY)

This question is about Talent Reviews in 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) determines which workers are included in the review.

* It does not determine what actions managers or employees can take.

* B. Employee potential

* Incorrect.

* Employee potential is an attribute (like performance, loss impact, retention risk) used for evaluation in the talent review grid.

* It informs the content of the review, not the actions available to participants.

* C. Domain security

* Partially correct but not the best answer.

* Domain security determines who has access to initiate or view Talent Reviews, but it does not drive process actions inside the review (such as rating, adding notes, or calibrating).

* D. Talent review template rule

* Correct.

* The Talent Review Template Rule defines the configuration 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 controlling what employees and managers can do during a talent review event.

Therefore, the correct answer is Talent 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 that template rules define the actions and behaviors within a talent review session.

NEW QUESTION: 18

Refer to the following scenario to answer the question below.

Your organization is initiating employee reviews. There are several objectives for these reviews, including:

- * Setting goals and reviewing them quarterly.
- * Checking in with the new hire at 90 days.
- * Annually reviewing performance.
- * Performing multi-rater reviews.

You need to create a new annual review template with several sections, including Feedback, Goals, Questions, and Competencies.

What component is not a prerequisite to create a new annual review template with these sections?

- A.** Review Questions
- B.** Feedback Template
- C.** Review Types
- D.** Competencies

Answer: C (LEAVE A REPLY)

- * To create a review template with sections such as Feedback, Goals, Questions, and Competencies, you must have these components configured in advance:
- * Review Questions# required if the template uses a questions section.
- * Feedback Template# required if a feedback section is included.
- * Competencies# required if competencies are included.
- * Review Types are not a prerequisite to create a review template. They categorize reviews (annual, quarterly, etc.) but are not required in template configuration.

References:

Workday Review Template setup guidelines.

Workday Pro training material: "Questions, feedback templates, and competencies must be configured to build corresponding review sections."

Valid Workday-Pro-Talent-and-Performance Dumps shared by BraindumpsPass.com for Helping Passing Workday-Pro-Talent-and-Performance Exam! BraindumpsPass.com now offer the **newest Workday-Pro-Talent-and-Performance exam dumps**, the BraindumpsPass.com Workday-Pro-Talent-and-Performance exam **questions have been updated** and **answers have been corrected** get the **newest** BraindumpsPass.com Workday-Pro-Talent-and-Performance dumps with Test Engine here:
<https://www.braindumpsPass.com/Workday/Workday-Pro-Talent-and-Performance-practice-exam-dumps.html> (**52** Q&As Dumps, **40%OFF** Special Discount: **Exam-Tests**)