

AGILE HR PROFESSIONAL CERTIFICATE

Sample Exam (V092021)

1. Requirements are constantly changing, requirements are prioritized by the value they offer to the business and teams are self-organizing, which are characteristics of agile frameworks.
 - a. True
 - b. False

2. In the new matrix organizational design, there is no fixed organizational structure in a tribe, it is constantly evolving.
 - a. True
 - b. False

3. A tribe is a set of multidisciplinary teams (squads) organized around the same purpose or mission.
 - a. True
 - b. False

4. Tribes are only made up of people from the IT area.
 - a. True
 - b. False

5. 60% of the objectives and key results are defined by the CEO.
 - a. True
 - b. False

6. The OKRs in an organization must be known by everyone within the organization.
 - a. True
 - b. False

7. Strategic OKRs are always defined by the CEO and/or founders of the organization.
 - a. True
 - b. False
8. In an agile attraction process the focus is on fit with the organization and purpose.
 - a. True
 - b. False
9. The ROI of implementing an agile talent attraction and selection process can quickly be seen in customer response times, increased revenue, increased customer satisfaction and decreased rotation.
 - a. True
 - b. False
10. In the attraction and selection process, feedback is part of the candidate's experience even if he/she has not been selected.
 - a. True
 - b. False
11. Chapters are part of the agile career development roadmap.
 - a. True
 - b. False
12. Defining the purpose for the chapter's objective is step three for talent reskilling.
 - a. True
 - b. False
13. Focus on the future, projection and solution-oriented are characteristics of feedforward.
 - a. True
 - b. False

14. Feedforward is individual and feedback is collective.
- a. True
 - b. False
15. There is only feedback from negative situations.
- a. True
 - b. False
16. Rewarding for results makes teams define less challenging OKRs.
- a. True
 - b. False
17. Which of the following is not part of Agile Frameworks:
- a. Self-organized teams
 - b. All changes to the Project are welcome and accepted.
 - c. Risks are not managed on a daily basis and by the entire team.
 - d. Requirements are prioritized by the value they bring to the business
 - e. Requirements are constantly changing
18. What culture brings the following: Innovation, Accountability, Meritocracy, Motivation.
- a. Red
 - b. Amber
 - c. Orange
 - d. Green
 - e. Teal
19. Which of the following are keys to Amber-Conformist?
- a) Values
 - b) Grouped troops
 - c) Social Mask
 - d) Emotional stability

20. 3 roles that help the Squad are:

- Product Owner
- Chapter Leads
- Product Analyst

- a) True
- b) False

21. What are squads?

- a. The team includes cross-skilled individuals who are able to perform, test and design.
- b. The team speaks different languages.
- c. A set of multidisciplinary teams organized around the same purpose or mission.
- d. The team should include someone from IT, design, quality control and testing.

22. Objectives of the Waterfall model:

- Descending
- Unidirectional
- Irreversible flow
- No feedback cycles

- a. True
- b. False

23. What kind of metrics are OKRs based on?

- a. Vanity metrics
- b. Statistical metrics
- c. Actionable metrics
- d. KPI type metrics

24. What is Doerr's formula?

- a) Achieve an objective, which will be measured by several key outcomes.
- b) Achieve several key results, which will be measured with the objective.
- c) Achieve several objectives, which will be measured by one key result.
- d) Achieve an objective, which will be measured by several key indicators.

25. Where were OKRs developed?

- a. Google
- b. IBM
- c. Intel
- d. Toyota

26. Are OKRs implemented in a top-down manner?

- a. True
- b. False

27. Select the incorrect one:

- a. Agile workspace design is all about creating a new and attractive environment for your workplace.
- b. Agile workplaces are spaces designed for maximum flexibility.
- c. Enable employees to work how, where and when they choose, and provide them with all the technology and tools they need.

28. The most important thing a candidate is looking for is:

- Intrinsic motivators indicating the challenges to be achieved.
 - Leaders who challenge and inspire them.
 - Team / Peers who are passionate about working with.
 - Shared purpose between the organization and the staff.
 - Compensation package that values and recognizes them.
- a. True
 - b. False

29. How long does an Active Pipeline process last:

- a. The Agile team works with Sprint per month.
- b. The Agile team works with Sprint 1 or 3 weeks.
- c. The Agile team works with 1 to 2 Sprint per month.
- d. The Agile team works with Sprint 1 or 2 weeks.

30. The challenges of implementing Agile HR are:

1. Attraction of top talent
 2. Collaborator experience
 3. Leadership development
 4. Performance management
 5. Communication development
 6. Strategic planning
- a. 2, 3, 4, 5 y 6
 - b. 1, 2, 3, 4, y 5
 - c. All are correct
 - d. 1, 2, 3, 4 and 6 are correct

31. Select the incorrect answer for talent acquisition with Scrum:

- a. We can see in retrospect how we have progressed with the vacancies and what impediments we have in order to form the pool of viable candidates for each vacancy.
- b. Visibility of vacancies and who is attending them.
- c. By implementing scrum, we can prioritize which vacancies need to be addressed most urgently.
- d. Greater visibility, communication and cohesion in the team, which generates greater adaptability.

32. Select the correct answer.

Referral programs are one of the best sources of recruitment for 4 reasons:

- a. Generates capabilities to identify their soft and hard skills and then manage their development.
- b. Team members know what they want and need to complement one another.
- c. Two clients for HR: Candidate and Leader, but the choice must be different, HR becomes a facilitator rather than a mediator of the encounter.

33. Can't bonuses and rewards harm the individual and group objective in the short and long term?

- a. True
- b. False

34. In a technical interview it is wrong to tell the candidate to show what he/she cannot do and to exaggerate what he/she has to offer.

- a. True
- b. False

35. Trigger questions:

- a. Perhaps
- b. What else
- c. How
- d. Maybe

36. As an Agile HR, is it important to learn from each of the candidate's experiences?

- a. Yes, completely.
- b. Not necessarily.

37. It is correct to say that:

In agile development, hierarchy and vertical growth are important.

- a. True
- b. False

38. The Dreyfus model has the following levels:

- 1) Master
 - 2) Expert
 - 3) Senior
 - 4) Advanced
 - 5) Entry Level (N)
- a. All are correct
 - b. Only 1, 2, 3 and 4
 - c. None of the above
 - d. d. 3, 2 y 5

39. Does a specialization matrix allow each chapter to describe its specialty and the levels of its evolution?
- True
 - False
40. The benefits of the Agile Scale specialization matrix are: Evolution, Productivity, Development, Anatomy, and Culture of trust and transparency.
- True
 - False
41. After the_____it is necessary to evaluate the composition of the team to see if it has the necessary competencies to achieve its objectives.
- Performance matrixes
 - Individual matrixes
 - Specialization matrixes
 - People matrixes
42. The steps for the retraining or improvement of competencies are: define the purpose and objective of the chapter, elaborate the specialization matrix, self-perception and perception of others, reskilling and upskilling plan.
- True
 - False
43. Which of the following are conversation-focused managements:
- 1) Self-evaluation
 - 2) Individual conversation with peers and with business and expertise leaders
 - 3) Team conversations
- Only 1 and 2
 - Only 2 and 3
 - Only 1 and 3
 - All

44. What is the correct definition of a retrospective?
- a. Identifies the best opportunities by ordering Sprint Planning elements and an improvement plan for the next sprint.
 - b. It is a time for the team to inspect itself and create an improvement plan that will allow it to perform better in the next sprint.
 - c. It is a 3-hour meeting for a 2-week sprint.
 - d. Identifies the relevant elements that went well for possible improvement.
45. Identify the order of the retrospection phases:
- a. Ckeck-in, Pick-up, Tell what to do, Learn, Check-out
 - b. Ckeck-in, Tell what to do, Pick-up, Learn, Check-out
 - c. Ckeck-in, Pick-up, Learn, Tell what to do, Check-out
 - d. Ckeck-in, Learn, Tell what to do, Pick-up, Check-out
46. Extrinsic motivation is behavior driven by external rewards (given by others), such as money, grades, and praise.
- a. True
 - b. False
47. Does the purpose of pay-for-performance motivate to work for success?
- a. True
 - b. False
48. In Where to Where compensation: the decision is made by a superior or hierarchical manager.
- a) True
 - b) False
49. Is the Champfrogs model used to describe motivators?
- a) True
 - b) False

50. Are managers within an organization responsible for doing everything possible to keep people active, creative and motivated?

- a) True
- b) False

51. The Kudo Box and the Kudo Walls

- a) Are Feedback
- b) Sometimes they are a feedback
- c) None of the above

52. Can Kudos cards be a thank you card for an action or task?

- a) True
- b) False

53. Select the correct answer to individual performance in hierarchical organizations:

- 1) They measure individually and give individual incentives
 - 2) Higher level demanding results, without purpose (focus on task)
 - 3) Too much control and fear and too little trust in others
- a. 1 y 2
 - b. 1 y 3
 - c. All are correct
 - d. None of the above

54. Can a team achieve its objectives if the team members and the team as a whole are not capable enough?

- a. True
- b. False

ANSWERS

- | | |
|-------|-------|
| 1. A | 28. A |
| 2. A | 29. D |
| 3. A | 30. D |
| 4. B | 31. A |
| 5. B | 32. B |
| 6. A | 33. B |
| 7. A | 34. A |
| 8. A | 35. C |
| 9. A | 36. A |
| 10. A | 37. B |
| 11. A | 38. A |
| 12. B | 39. A |
| 13. A | 40. B |
| 14. B | 41. B |
| 15. B | 42. A |
| 16. A | 43. D |
| 17. C | 44. B |
| 18. C | 45. C |
| 19. C | 46. A |
| 20. B | 47. A |
| 21. C | 48. A |
| 22. A | 49. A |
| 23. C | 50. A |
| 24. A | 51. B |
| 25. C | 52. A |
| 26. B | 53. C |
| 27. A | 54. B |